

## **DIVERSITY COUNCIL MINUTES: OCTOBER 8, 2009**

*The regular monthly meeting of the Diversity Council was held on Thursday, October 8, 2009, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Chair Preston Daniels at 2:40 p.m.*

### **MEMBERS PRESENT**

Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)  
Preston Daniels, Department of Human Rights (DHR), Chair  
Renee Hardman, Bankers Trust, Co-Chair  
Reginald Jackson, Wells Fargo Bank, N.A.  
Robin Jenkins, DAS-HRE  
Alba Perez, Greater Des Moines Partnership  
Ralph Rosenberg, Iowa Civil Rights Commission  
Ray Walton, Department of Administrative Services (DAS)  
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

### **MEMBERS PRESENT VIA CONFERENCE CALL**

Shirley Hicks, Iowa School for the Deaf, Retired  
Dinh VanLo, Tai Village, Inc.

### **MEMBERS ABSENT**

Jim Larew, Governor's Office (IGOV)  
Jonathan Thorup, Department of Public Safety  
Miriam Tyson, Iowa Department of Economic Development (IDED)

**DESIGNEE** Syeta Glanton, IGOV, for Jim Larew

### **OTHER ATTENDEES**

Robert Bailey, DAS  
Kathryn Baumann-Reese, DHR  
Phyllis Blood, DHR  
Susan Churchill, DAS-HRE, responsible for taking meeting minutes  
Beverly Couch, IDED  
Jesus Estrada, DAS-HRE  
Minnie Mallard, Department on Aging  
Barb McClannahan, IVRS  
Chris Robinson, Department of Natural Resources  
Bev Schmeling, IVRS  
Jason Taylor, IVRS  
Bill West, DAS-HRE  
*Others may have been present who did not sign in.*

## AGENDA ITEMS

- I. Opening Remarks – Preston Daniels
  - A. Earlier today, Governor Culver announced a 10% across-the-board budget cut for the State of Iowa.
  - B. This will have an impact on the work of the Diversity Council.
- II. Review and Approval of Meeting Minutes of June 11, 2009, and August 26, 2009
  - A. No corrections or additions.
  - B. Minutes approved.
- III. Discussion of the Meeting between Governor Culver and Chair and Co-Chair of the Diversity Council – Preston Daniels and Renee Hardman
  - A. Preston Daniels stated that the Governor supports the Council's recommendations, submitted in its annual report of June 2009, and the Governor believes in a top-down emphasis on diversity.
  - B. Renee Hardman added that the Governor's Office will be attending Diversity Training and that the Governor was receptive to:
    1. Having the Judicial and Legislative Branch engaged in diversity.
    2. Putting diversity on the Directors' performance evaluations.
  - C. Alba Perez asked if the Governor's letter of support, dated October 7, 2009, could be placed on the Council's website to help keep leadership accountable and employees informed. (DAS will put it on the website.)
- IV. New Business – Alba Perez asked if any other Council Members had received a letter from the Governor's Office about continuing to serve on the Council; she said the letter did not clearly state the timeframe for serving on the Council, but Executive Order Four (EO4) indicates that Council Members will serve for three years
  - A. Dinh VanLo and Shirley Hicks had also received a letter.
  - B. All signed the request and will continue to serve on the Council.
- V. Report from the Persons with Disabilities Subcommittee – Stephen Wooderson
  - A. Stephen Wooderson did not speak on behalf of the Subcommittee; rather, he presented a seven-step, year-long campaign that he would like to work on in Vocational Rehabilitation under the umbrella of the Diversity Council.
    1. Seek the support of the Diversity Council for this campaign, which will identify the State of Iowa as a disability-friendly workplace.
    2. Work with the Department of Human Rights on this effort, possibly by having departments sign a *Proclamation of Recommitment to Full Implementation of the ADA* to celebrate the 20<sup>th</sup> Anniversary in 2010 of the signing of the Americans with Disabilities Act.
    3. Develop and deliver an awareness campaign, including having a Disabilities Mentoring Day in October 2010.
    4. Add Iowa to the National Campaign, *Think Beyond the Label*, which works to dispel the myths surrounding employees with disabilities.
    5. Conduct a voluntary, statewide survey to gather more current and accurate information about the diversity of the current state workforce.
    6. Use the survey to help inform department heads.
    7. Implement the statewide Disability Mentoring Day.
  - B. Ralph Rosenberg suggested also pointing out where the ADA falls short.
  - C. The Council voiced its support for the campaign.

VI. Discussion of Strategic Goals – Council Members

- A. Preston Daniels stated that as the Council nears completing the mandates of EO4, it may not need to meet after 2010.
  - 1. Alba Perez suggested that since the Council's service as a working body ends after three years from its inception, the Council could remain as an "advisory" council, perhaps meeting quarterly. This would allow for continuance after the work presented by the Council in EO4 has been completed.
  - 2. Renee Hardman stated that she envisions an "implementation period" and agrees that the Council could meet quarterly to see what progress has been made.
- B. Reggie Jackson questioned whether or not the Council had actually met the obligations outlined in EO4.
- C. The Council discussed how to move forward from the strategic planning session, held in August 2009.
  - 1. Alba Perez stated the importance of creating a mission statement.
  - 2. Kathryn Baumann-Reese stated that the Council actually came up with "action items," as opposed to "goals."
  - 3. Reggie Jackson and Alba Perez will get together to group the strategic goals/action items and decide who could work on certain tasks.

VII. Public Comment – Chris Robinson, DNR, had three questions:

- A. Is the Referral Program for state employees?
  - 1. Robin Jenkins: The Referral Program, which went into effect in June 2009, is used primarily for non-state employees.
  - 2. Nancy Berggren: Because the State now has a partial hiring freeze, there won't be much activity in the Program.
- B. In reference to strategic goals, is there anything in process to measure if the goals are met or not met? Answer from Preston Daniels: The Council has not yet reached the point of measurements; it is still formulating the goals.
- C. What is the status of the meeting with state employees (the Public Forum)?
  - 1. Reggie Jackson: The Council first needs to decide on the purpose of the forum before moving forward.
  - 2. Preston Daniels: The Council will put this issue on its agenda for next month.

**AGENDA ITEMS FOR NEXT MEETING**

- I. New Business
- II. Review of the Council's Progress on the Mandates in EO4
- III. Public Forum: Move Forward or Put on Hold?
- IV. Public Comment

**ADJOURNMENT**

Meeting adjourned at 4:17 p.m. The next regular meeting will be held on November 12, 2009, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12<sup>th</sup> Street, Des Moines, IA.